



Society of Rural Physicians of Canada
27TH ANNUAL RURAL AND REMOTE MEDICINE COURSE
Halifax Nova Scotia • Halifax Convention Centre
APRIL 4 - 6, 2019

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SESSION 170

Recruitment and Retention in Rural and Northern Areas

Communities in rural and northern areas struggle to recruit and retain physician services in their areas. The health and wellness of these communities are negatively impacted by shortage of this resource. This talk will examine the steps taken by Northern Medical Unit (now known as OHS, Ongamazwiin Health Services) at the University of Manitoba to move to an organization with more physicians than jobs to accommodate them! What key principles can be learned for any organization on how to recruit and retain satisfied physicians for more than 30 years. Time will be allotted for group discussion and questions in this session.

1. Review the history of the Northern medical unit (now named OHS) with respect to establishing physician resources in northern isolated remote communities which are traditionally challenging to staff.
2. Review the key lessons learned in recruiting physicians to northern communities.
3. Review the key lessons learned in retaining physicians as resources to northern communities for 10, 20, 30 years and beyond.